

Overview and Goals of the Leadership Institute

Developed by the Northwest Center for Public Health Practice and the Northwest Regional Primary Care Association, the Northwest Public Health & Primary Care Leadership Institute brings together emerging leaders in public health and primary care to develop more equitable and effective approaches to population health. This 9-month program offers a unique opportunity to expand your skillset as you work with peers on new models of care to drive systems change and sustainable improvement in the health of individuals, communities, and populations.

Our vision: Through an immersive experience in the Northwest Public Health & Primary Care Leadership Institute, public health and primary care professionals will be collaborative, adaptable leaders who work effectively with and across fields to advance health equity and improve population health.

Program Learning Goals

The Northwest Public Health & Primary Care Leadership Institute will:

- Allow scholars the time and the supportive environment to assess their current leadership skill gaps and build competencies in those areas.
- Promote personal growth and self-awareness among scholars through face-to-face and distance learning opportunities guided by practice-based instructors.
- Foster a learning community of public health and primary care professionals focused on building confidence in their ability to collaborate more effectively with colleagues and communities to address multi-level determinants of health.

Leadership Competencies

The Northwest Public Health & Primary Care Leadership Institute uses a variety of learning methods to build competencies in the following areas:

- Adaptive Leadership
- Population Health and Health Equity
- Systems Thinking and Health Care Transformation
- Community Engagement and Collaboration

Learning Objectives

Within the four general areas listed previously, curriculum is designed to meet the following learning objectives, which are regularly reviewed by faculty and subject to changes for each cohort:

Adaptive Leadership

1. Apply systematic problem-solving and adaptive skills to identify, analyze, and manage emerging issues, particularly those with ambiguous causes and solutions.
2. Identify effective channels and strategies to communicate complex health information with diverse public and professional audiences.
3. Describe the importance of challenging the status quo to create paradigm shifts in systemic and organizational policy and practice.

Population Health and Health Equity

4. Describe historical factors and current conditions that promote health and contribute to inequities in health outcomes.
5. Identify significant sources of valid, reliable data to analyze and compare trends in health status and outcomes at local, state, and national levels.
6. Identify effective approaches for assessing equity in the healthcare system and the community using an anti-racist framework.
7. Understand how to begin to build and sustain anti-racist policies and practices in your organization.

Systems Thinking and Healthcare Transformation

8. Describe the relationships of factors affecting the health of a community (e.g., inequity, income, education, environment, demographic trends, and legislation) by performing a root cause analysis.
9. Discuss novel opportunities for individuals and organizations, including non-traditional or unconventional partners, to collaborate to improve community health.
10. Identify opportunities where public health and health care organizations can partner around funding, such as through accountable care structures and the move to value-based payment to improve the health of populations.
11. Analyze internal and external facilitators and barriers that may affect implementation of population health policies, programs, and services.

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Learning Objectives, continued

Community Engagement and Collaboration

12. Describe approaches to meaningful collaboration with communities to gather and use information for assessing community health needs and developing, implementing, evaluating, and improving policies, programs, and services.
13. Identify opportunities for building multisectoral partnerships to improve health in a community (e.g., relationships among hospitals, health departments, community health centers, primary care providers, schools, community-based organizations, jails/prisons and other types of organizations).
14. Identify approaches to building trust and sharing power with communities and stakeholders to support them as they develop strategies, programs, and services that will improve the health and well-being of their communities.